



2008 Board Of Directors

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Kiffin McCoy

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Andrew Duthie

Co – VP Marketing and Communications

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A Note From The President



Building Community by *Growing Our Chapter, Growing Our Profession, and Growing Ourselves*

I was looking through my library the other day and came across one of my favorite books written by Marvin Weisbord: *Productive Workplaces: Organizing and Managing for Dignity, Meaning and Community*. It reminded me of the importance and power of “community” and how community has been expressed through this year’s theme of Middle Tennessee Chapter of ASTD (i.e., ***Growing Our Chapter, Growing Our Profession, and Growing Ourselves.***) I share the following examples to encourage you to help build a sense of community within our ASTD chapter.

Growing Our Chapter: Throughout the year I have enjoyed working with the dedicated chapter members who have volunteered to be officers on the Board of Directors. They work long and hard to help make the chapter successful. A few weeks ago, to say a little “thank you” to all of their hard work, we gathered for an informal evening at my home in Murfreesboro. The sharing of food, life experiences, and laughs helped further deepen my sense of community with these valued colleagues. What a great feeling! Perhaps you can have a similar experience by sharing yourself with attendees at our monthly meetings during the networking time and after meetings. I encourage you to give it a try; the results can be rewarding.

Growing Our Profession: On Sunday, September 7, members of our chapter staffed the phones for Nashville Public Television’s membership drive. We have assisted NPT in these drives for the past two years – it is one of our on-going Community Relations projects. As was mentioned by the on-air announcers, the programs of NPT contribute to lifelong learning and we definitely want to support organizations that have a learning-oriented mission. I believe that the exposure of our chapter and its mission (to “create a world that works better”) was helpful in promoting our profession to the public.

Growing Ourselves: I got the chance at the networking event held at the August chapter meeting to visit with a young professional who was just beginning her career as a trainer. She said she did not have much formal education or experience in the field and was facing a steep learning curve. However, during the meeting she visited with a number of our experienced chapter members and received some great advice. This is great example of how people new to our field can grow. Also, I think that the people who shared their expertise may have grown as well. By sharing our expertise with each other we make connections and grow our network of workplace learning and development professionals.

All of this is to say, I encourage you to seek out your own opportunities to help build a sense of community within our ASTD chapter. You will help our chapter, our profession and yourself.

Regards, Rick Moffett

P.S. I am sure many of you have your own experiences of community. Send me an e-mail (rickmoffett@bellsouth.net); I would enjoy hearing about them.

Carolyn Rowe
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Mike Weaver
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**2008 Board
of Directors**

SEPTEMBER MEETING: Thursday, SEPTEMBER 18th, 2008

An Afternoon at Healthways

Experience a unique work environment...one with no offices, open meeting spaces, and state-of-the-art technology.

Sound like a far off place? The new Healthways facility is just such a place and is located right here in Middle Tennessee.

Join us on September 18th for site visit to the new Healthways building off Cool Springs Blvd. You will hear from several top executives about the ideas and strategies used in the design of the building, how that impacts their success as a company, and their focus on the employees themselves. We will even take a tour of the Learning and Organization Development area to see firsthand the unique office-less design of their facility.

NOTE: Best bet for parking will be open lot across from front entrance. Limited garage parking when turning right into drive from Cool Springs Blvd. Once entering building, turn left and walk past front security desk to ASTD registration table. Meeting will be held in the Teaming Room.

About Healthways

Healthways is the leading provider of specialized, comprehensive Health and Care Support(SM) solutions to help millions of people maintain or improve their health and, as a result, reduce overall healthcare costs. Healthways' solutions are designed to help healthy individuals stay healthy, mitigate and slow the progression of disease associated with family or lifestyle risk factors and promote the best possible health for those already affected by disease.

WHEN

Thursday, August 21, 2008
4:00 PM - 6:00 PM (Central Time)

WHERE

Healthways
701 Cool Springs Blvd
Franklin, TN 37067

Submit Articles & Ideas to Your Newsletter

The Middle Tennessee Chapter of ASTD continually strives to bring you the most useful, timely content.

This newsletter belongs to you. We need your contributions!

Please submit articles, ideas, and suggestions to the newsletter editor, Angela Ellis by the ***second Monday of each month.***

Her email address:

angela.ellis@cat.com

2009 Board of Directors Nominees

We are pleased to announce the slate of nominees for the 2009 Board of Directors. In keeping with member suggestions, we asked each nominee for a brief overview of their professional role and what serving the chapter means to them. You'll see their responses on the next two pages.



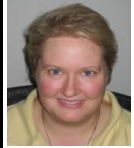
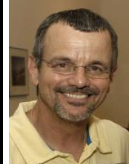


Also, for the first time, we will be asking you to vote *electronically*. In the past, voting was done by paper ballot at the November meeting and was limited to those who were able to attend the meeting and to those who requested ballots. Our goal is to reach as many members as possible; we want to ensure members have a voice in who serves them and their chapter. Make sure your membership is up to date! Only current members will be sent the voting ballot.





You will be sent an electronic voting ballot the second week in November – watch for it! VOTE!





Ballot for the 2009 Board of Directors

Position	Ballot	About the Nominee	
President Elect	Nancy Collins National Federation of Independent Business	<p>Nancy has served as Training Project Manager for the National Federation of Independent Business for the past 3 ½ years and has been training and development over 16 years. She is responsible for the development, facilitation and analysis of the group's field sales force classroom training and e-learning.</p> <p>Nancy says she would like to serve on the ASTD board, "because I want to give back. It takes many hands to run the chapter. I've benefitted from networking and problem-solving with ASTD colleagues, and I've learned from the monthly programs offered."</p>	
	Erin Evans Affinion Group	<p>Erin is currently employed as Director of Client Training at Affinion Group. She has over ten years experience in learning and development. Erin is interested in contributing to the Middle Tennessee A.S.T.D. chapter and would welcome the opportunity to serve as VP of Finance.</p>	
Co-VP Community Relations	Carolyn Rowe AIG American General Life & Accident	<p>Carolyn, a past ASTD Mid-TN board member, is Associate Director, Operations Training and Support AIG American General Life & Accident in Nashville. About serving on the Board she says, "I am excited by the opportunity to serve as Co-VP of Community Service because I love the idea of matching the many skills and talents of the ASTD membership to worthy organizations in our community that have need of those skills."</p>	
	Mike Weaver Healthways	<p>Mike Weaver, aka elmo shade, is a senior-level learning and development practitioner with more than twenty-five years of managerial and leadership development experience. Currently, he serves as a Leadership & Organization Development Manager for Healthways in Nashville. A current Board member, he is also president of our chapter's OD SIG (Special Interest Group) and is a Lockeland Springs Neighborhood Association board member, active with the YMCA of Middle TN, the Penn State Alumni Association of Nashville.</p>	
Co-VP Marketing & Communications	Andrew Duthie Duthie & Associates	<p>Andrew Duthie is the owner and President of Duthie Learning. His experience with the tools used to create interactive media dates back to 1985, when he spent his free time exploring the then-new Apple Macintosh computer. Before joining Duthie Learning, Andrew had a career in automotive engineering in Detroit. "I am an avid learner and have enjoyed the respectful and sharing peer nature of ASTD," he says, adding that "serving on the board is one way for me to give back to our field."</p>	
	Angela Ellis Caterpillar Financial	<p>Angela has been in the training industry for 9 years, with the past 5 at Caterpillar Financial in training and development. In her role there, she was responsible for developing a global new employee orientation program, now being used in 30 offices on 5 continents.</p> <p>She currently serves as the ASTD Mid TN Chapter newsletter editor and has been a member of ASTD for four years. She says, "I am interested in serving on the ASTD board because it's an opportunity to help our chapter grow, improve my professional skills, and help others stay connected & abreast in the training field."</p>	

Co-VP Membership	Tanya Davis- Barlar Tennessee Housing Development Authority	Tanya Davis-Barlar is Training & Development Coordinator for the Tennessee Housing Development Agency (THDA). She has 20 plus years of service in other state government agencies and in the private sector. She holds a Master degree in Human Relations Management from Cumberland University. As co VP of Membership, Tanya believes our Chapter is one of her best resource tools. "The members are full of talent, skill, ideas and as a member I have them all in my personal and professional resource tool box."		
	Jan Wilson Brookdale Living	Jan is Director, The Learning Network of Brookdale Senior Living. Her career spans 25 years in education and information services in leadership capacities. She holds a Master's degree in Education/Human Resources Development from Peabody College of Vanderbilt University. Jan has served on the ASTD Mid-TN board and say she, "Has learned how important a strong board can be to a chapter's success and enjoys helping others in their careers through chapter involvement."		
Co - VP Programs	Candice Marshall Nissan North America	Candice is in Talent Management at Nissan North America headquarters. She recently completed her Master's degree in the I/O Psychology program at MTSU and has been in the learning and development field for about two years. "Being relatively new to the field, the Middle TN chapter of ASTD has provided an opportunity for me to learn from very accomplished individuals, build my professional network, and meet some great people. Enhancing the experience of our members and building new connections in the community would be my goal in serving on the board of the directors in the role of VP of Programs."		
	Kiffin McCoy Store Openings Solutions	Kiffin has been the training specialist for Store Opening Solutions (SOS), a third-party logistics company in Murfreesboro, for the past three and a half years. She recently graduated with a Master of Business Education- Corporate Training and Development degree from MTSU. Kiffin has been an active member of several professional organizations over the last five years including both local and national ASTD. She served on two board committees for the Middle Tennessee Chapter of ASTD before serving on the 2008 board as Co-VP of Programs.		
Administration	Melissa Montgomery HealthSpring	Melissa Montgomery, Director of Operations- Project Manager & Training Specialist for Enterprise Project Management at HealthSpring, Inc., if fairly new to the field – four years, to be exact. And for three of those four years she's been involved with ASTD middle-Tennessee, now as Vice-President, Administration. What's been the benefit? According to Melissa, the greatest reward from her membership and service on the Board has been the "Trusted Colleagues within my field and valued friendships."		
Position - Director	Ballot	About the Director Position	About the Nominee	
PLEASE NOTE: Two Director positions and their functions are on the ballot for your approval. Director positions are allowed in the bylaws as follows: Section 5.1. Based on chapter needs, MTASTD may have a President, President-Elect, Past President, Vice President of Finance, Vice President of Administration, CO-Vice Presidents of Membership, CO-Vice Presidents of Programs, CO-Vice Presidents of Community Relations, CO -Vice Presidents of Marketing & Communications, and one or two Directors for special projects or advising during critical times. No person may hold more than one Board Office at any one time. The Nominating Committee and 2009 Board felt these two positions were needed at this time as warranted by their descriptions below.				
Director - Technology	Matthew Daniel General Physics	The Technology Director will be responsible for updating the applications documentation used by the board to deliver program information & registrations to the membership via our online system and reviewing the website in order to make a recommendation for a process to consistently maintain and update the chapter website.	Matthew Daniel works as a Senior Training Specialist at General Physics Corporation with customers such as Exxon Mobil, CIGNA, Valero, the Department of Homeland Security, and the Department of Defense. Matthew is passionate about providing training and training resources to chapter members using clear communication methods that lead to the greatest knowledge transfer and community building. He has already begun to review and revise documentation as a volunteer to the Board.	
Director - Programs	Cecelia Worcester	The Programs Director will be responsible for recruiting committees and committee chairs for chapter special events such as Employee Learning Week, Golden Torch, and the annual Executive meeting. The Program Director will also provide support as needed to these committees in order for them to achieve their purposes.	Cecelia Worcester has been in the training field for 15 years and has been an official member of MTASTD for two years. Currently, she serves as the Co-VP of Programs. Last year, she assisted on the ad hoc committee to update the chapter by laws.	

ASTD Members Support Nashville Public Television

On Sunday, September 7th, 14 members of the Middle Tennessee chapter of ASTD came out to support Nashville Public Television by volunteering to take telephone pledges during the evening's programming.

The following ASTD members and families took calls at NPT: Kiffin McCoy, Lori Hindenlang, Nancy Collins, James Nelson, Jay Tift, Sally Johnson, Jackie Johnson, Carolyn Rowe, Rick Moffett, Ellen Mcdowell, Andrew Duthie, Peg Duthie, Barbara Rucker, Lyndsay Sale-Tinney, Linda Hughes, Nancy Mcmorrow and Mike Weaver.

Our fearless leader, Rick Moffett, was interviewed on-air, providing our chapter with valuable publicity. A good time was had by all of our hard working volunteers during the evening as we took pledge calls and ate a tasty supper generously provided by Whole Foods. One of the NPT staff even made hot, fresh chocolate chip cookies for us to munch on in between calls.

A hearty thanks to all who came out in support of such a worthy cause!



THE UN-COMFORT ZONE: Will You Freak-Out or Hunker Down?

by Robert Wilson

Sometimes motivation is forced upon us. We are thrust into the Un-comfort Zone. And, whether we sink or swim depends on how we respond to the situation. How do you react during a crisis?

Here are the stories of two men who faced a crisis late in life and how they dealt with it. One was a restaurant owner; the other a janitor. The former went into bankruptcy at an age when most people retire, and the latter was fired from a job he'd had for nearly 20 years.

The restaurant owner enjoyed a successful business in a small town at the edge of the Appalachian Mountains. It was a great location along busy U.S. Route 25. And, because he offered the best food and service around, his eatery was jammed from sunup to sundown. But it wasn't to last.

The janitor started his job at St. Peter's Church in London as a teenager. Over the years he married and raised a family and enjoyed a perfectly predictable profession with solid job security. That is until the new vicar came along.

Over the course of 26 years, he was honored by the state governor for his recipes; and was praised by famous restaurant critic, Duncan Hines, in his column Adventures in Good Eating. Then in 1956, the new super highway bypassed the little town. It's amazing the difference just a few miles can make. Two years later the restaurant was closed and the property auctioned off to pay creditors. At 64 years old, the restaurant owner was broke.

It was around the turn of the twentieth century when the new vicar, a stickler for decorum, took over St. Peter's Church. When he learned that the janitor could not read, he gave him three months in which to learn. Quite depressed by the news, the man thought it might make him feel better if he smoked a cigarette.

Unable to afford the cost of opening another restaurant closer to the highway, he reviewed his assets. All he had left was his knowledge and the delicious recipes that made his food so popular. So, he got into his car.

As he walked home, the janitor searched for a tobacco shop. There was usually one on every block, but there were none near the church. He walked block after block without finding one. By the time he reached his house he knew exactly what he was going to do.

Town by town, he drove, stopping at every restaurant along the way. He told the owners they would be more successful if they served his secret recipes under his brand name and paid him a royalty. Two years later, in 1960, he had 400 restaurants serving his food. By 1963 he was making a profit of \$300,000 per year. And, in 1964, Colonel Harlan Sanders sold Kentucky Fried Chicken to investors for \$2 million, plus a lifetime salary of \$75,000 per year.

With his meager savings, he opened a tobacco shop near the church. It was an immediate success. His profits went to open a second, then a third and before long he had thriving tobacco shops all over London. Ten years later, he met with his banker about investing his earnings. The banker gave him some papers to sign. The man asked the banker to read the papers to him, explaining that he didn't know how. Shocked, the banker exclaimed, "You are so successful, just think where you'd be today if you could read!" Albert Edward Foreman smiled and sighed, "I'd be the janitor at St. Peter's Church." (Based on a true story by Somerset Maugham)

Did you know that in Chinese, the symbol for the word "crisis" is the same symbol used for the word "opportunity?" Two sides of the same coin. In other words, it's all in our perspective. Will you find the opportunity in your next crisis?

Robert Evans Wilson, Jr. is a motivational speaker and humorist. He works with companies that want to be more competitive and with people who want to think like innovators. For more information on Robert's programs please visit www.jumpstartyourmeeting.com.

CABLE presents "Leaders In Sight" Super Series

CABLE has created a Leadership Series of excellence called "Leaders In Sight." This incredible series is one that you won't want to miss and also presents an opportunity not only to achieve CABLE visibility for your business but also provides an exceptional forum to invite clients, colleagues and friends to also benefit from.

CABLE invites everyone to join them for these upcoming sessions. The next session:

Financial Vision – October 23

We know how to earn it... now find out how to make your money grow with our outstanding SuperSeries speaker, Gail Perry-Mason, First Vice President of Investments, Oppenheimer & Co., Inc., Gordon Inman Center, Belmont Campus, Breakfast Included, 7:30 - 9:00 am

As a receptionist at Oppenheimer & Co., Gail Perry-Mason had a strong desire to be something everybody told her she could never be: a stock broker. Her mother constantly dissuaded her from taking a job that involved a lot of risk and had no security. Even her superiors laughed at her for even thinking about taking the Series 7 exam. Regardless, Mason was determined enough to pass the exam and experience a change in her lifestyle.

Through hard work and dedication, Mason became the first female and African-American Vice President of Oppenheimer & Co; she now has over 2000 clients and enjoys offering her expertise advice especially to women who are looking to grow their financial portfolios. She has co-authored a book called "Girl, Make Your Money Grow," which has also been featured on Oprah. In addition, Mason puts on camps every summer called Money Camp, which teach inner-city children basic finance and economics and even go as far giving golf lessons that may be beneficial for future business meetings.

For more information and to register:

https://www.vision3secure.com/nashvillecable.org/lunch_registration/superseries.php

Spend a day with the winners of the 2008 BEST Awards at **ASTD's Learn from the BEST**—a one-day workshop where you can learn the secrets to success of the organizations that set the benchmark for workplace learning and performance. Some of the organizations participating:

- Carter & Burgess
- CheckFree
- CIGNA Corporation
- Datatel
- ETS
- Farmers Insurance Exchange
- FORUM Credit Union
- Janus Capital Group
- North Mississippi Health Services
- Perkins+Will
- Reliance Industries Limited
- Shangri-La Hotels & Resorts
- Sun Microsystems
- The Schwan Food Company
- Toshiba America Business Solutions
- T. Rowe Price

**The event will take place
October 3rd at:
Hyatt Regency Crystal City at Regan
National Airport
2799 Jefferson Davis Highway
Arlington, VA 22202
Phone: 703.418.1234 or 800.233.1234**

Learn how the BEST organizations moved from training as a program to creating a culture of enterprise-wide learning thereby capitalizing on productivity and profitability.